

UNIVERSITY  
OF TORONTO

# Bulletin

NUMBER 19  
42nd YEAR  
MONDAY,  
MAY 29,  
1989

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## Provost to decide this week on fate of essay-buying students

THE PROVOST'S office will decide this week which students to charge under U of T's code of behaviour in connection with an investigation of an essay writing service. A number of students will not graduate this spring if they are found guilty of purchasing papers from the downtown Toronto company, says David Cook, vice-provost (staff functions).

Some students have already confessed that they bought essays, but no charges have yet been laid. At a meeting May 25, representatives for the Faculty of Arts & Science at the three campuses met with Cook to ensure that a consistent approach is taken when charges are laid. A disciplinary council headed by lawyer Kathryn Feldman will help the provost and division heads to decide which cases to prosecute.

Metro Toronto police continue their investigation of the case to decide whether criminal charges will be laid. The crown attorney was consulted last week, said the investigating officer.

The essay-writing service was raided by police last month after officials at York University argued that companies selling essays might be violating the criminal code. Students at York had previously confessed that they had used the service.

A list with several hundred names was seized from the company. Cook would not divulge how many U of T students are involved, but said the "overwhelming majority" of them are undergraduate arts and science students. Those preparing to graduate this year will receive "top priority" and will be heard first.

In cases where students admit guilt and where extenuating circumstances are found, the dean may choose to sanction the act and the case could end there, said Cook. If a sanction is seen as groundless, if the offence is found to be of a serious nature or if a student does not admit guilt the case will be argued before a jury.

Meanwhile, a working group has been See ESSAY-BUYING : Page 2

## Universities fight back over new provincial tax

by Jane Stirling

THE COUNCIL of Ontario Universities (COU) is amassing its weapons for a fight with the provincial government over a tax that could end up costing universities \$25 million.

Grant Clarke, COU deputy executive director, is hoping to meet with provincial treasurer Robert Nixon this week to

\$9.1 million loss  
for U of T  
due to budget

express the council's "serious concern" over the employer health levy that will replace Ontario Health Insurance Plan (OHIP) premiums in January.

"We'll be asking the government to provide some form of credit or reimbursement against these costs," he said.

The health levy, announced in Ontario's budget May 17, means a \$1 billion benefit to individuals and families but spells disaster to large, publicly supported employers such as hospitals and universities. The payroll tax — 1.95 percent on employees' salaries — will cut substantially into the 7.5 percent increase in the government's allocation for universities.

At U of T, the levy will cost \$4.6 million on top of the \$1.8 million currently being paid for OHIP.

The University now pays 58 percent while full-time employees pay 42 percent for OHIP coverage. This means U of T pays \$17.25 monthly for a single member (as opposed to a family) and individuals pay \$12.50. (Not all employees are covered under U of T's plan — some may be covered under their spouse's plan elsewhere.) Starting Jan. 1, employees will not have this money deducted from their pay.

President George Connell said the levy will mean a reduction in expenditures "which I don't

See BUDGET : Page 2



Hungarian portrait

"Portrait of my son (Miska)" by Béla Kádár is among the pieces in the Tibor Pólya and the Group of Seven/Hungarian Art in Toronto Collections at the Justina M. Barnicke Gallery at Hart House. The show runs until June 8.

## Salamander finds fame, keeps cool

by Karina Dahlin

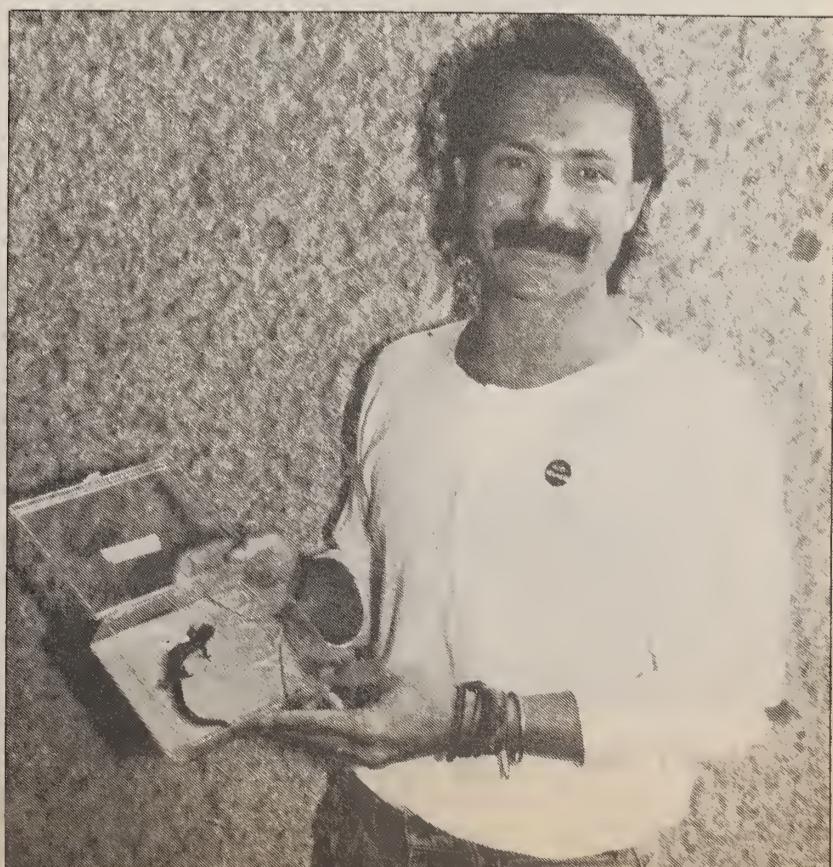
DEEP IN the heart of the Royal Ontario Museum, in the dark of a refrigerator, sits a salamander that looks pretty much like other salamanders of the *Ambystoma laterale-jeffersoniaum* complex. But Leslie Lowcock, a PhD student in ROM's Department of Herpetology and U of T's Department of Zoology, guards this one with his life. It is the only known naturally occurring vertebrate with five sets of chromosomes.

Salamanders normally have two sets of chromosomes, as do human beings. This is called the diploid condition.

Triploids are quite common in the salamander populations at Lake Kashagawigamog near Haliburton, Ont. and tetraploids — salamanders with four sets of chromosomes — have also been found. Now a pentaploid, with eggs, has Lowcock and his fellow zoologists scratching their heads.

Lowcock's PhD thesis investigates the influence of hybridization on the evolution of this genus of salamanders. His work at Haliburton started last year when he went to investigate the "ploidy structure" of the local salamander population. One thousand amphibians were captured as they migrated to a pond to mate and lay eggs. After a drop of blood was extracted from each they were released. Later the blood samples were analyzed and, surprisingly, two pentaploids were discovered.

"It was just luck that we got them. They rep- See FAMOUS : Page 2



Leslie Lowcock with one of his salamanders.

PETER LEGRIS

# Provincial budget

Continued from Page 1

think is feasible without damage to the University."

In a hand-delivered letter of protest to Nixon on May 18, Connell said the universities are being asked to pay more than their fair share. Of the \$271 million in net additional revenue that the levy will produce, universities will have to contribute as much as \$25 million or nine percent.

"I find it difficult to imagine how the government could regard that as fair or reasonable."

Connell asked the treasurer to "reconsider" the levy's application to universities or provide an increase in funding to meet the increased costs.

The announcement couldn't have come at a worse time, said Dan Lang, assistant vice-president (planning). On top of the \$4.6 million levy, \$4.5 million will go to pay equity payments, higher federal unemployment insurance contributions and the new federal sales tax. The levy announcement was also made after the University had set its own budget for the coming year.

"The timing gives us practically no room to manoeuvre," Lang said. "With so little advance notice, it will be hard to follow our budget procedures."

## Budget cutbacks

The \$9.1 million loss is the largest budget reduction at U of T since 1983. Every area of the university will be affected, Lang said. Equipment and library acquisitions, programs and staff could

all face budget cutbacks.

"This is devastating," he said. "If ever there was a time for universities to act together, it's over this issue."

Last week in the provincial legislature, Nixon refused to guarantee universities a tax rebate. He said universities had received a "substantial" grant increase of 7.5 percent.

## Consideration

However, he didn't rule out the possibility of increased financial support at a later date. The various costs and responsibilities shouldered by universities "will be taken into consideration" when funding is allocated in the fall.

Nixon also said the budgeting difficulties faced by universities due to the Jan. 1 start date of the levy will be taken into account.

Clarke said the treasurer's remarks weren't "terribly encouraging" but he remains hopeful that COU will receive support from the Ministry of Colleges & Universities, which was as surprised by the levy announcement as the universities.

Connell said Nixon's response, on the whole, sounds hopeful. The treasurer may have been "hedging" about a tax rebate because he may not be able to offer a full reimbursement.

An emergency discussion on the effects of the levy will take place at today's Business Board meeting.

On a more optimistic budget note, the government extended its University Research Incentive Fund (URIF) for three years. It will provide \$25 million to support cooperative research between universities and industry by matching eligible private sector funds.

The provincial centres of excellence will receive more than \$40 million to support research initiatives.

Accessibility funding of \$88 million (the same amount as in 1988-89) will be provided for enrolment growth in 1989-90. In 1990-91, a more permanent approach to allocating university operating grants will be introduced.

Joan McNeil, researcher for the Ontario Federation of Students, called the budget "disastrous." She said it makes no provisions for increased accessibility funding, student housing, day care facilities or capital expenditures.

# UTSA salary and benefits package may be released today

REPRESENTATIVES OF the University and the staff association have agreed on the terms of the 1989-90 salary and benefits package. The agreement will go for approval to the Business Board today and to the UTSA board of representatives June 5.

Details might be released today after the Business Board meeting, said UTSA president David Askew.

The staff association submitted a proposal last month asking that salaries be increased by five percent, plus 4.7 percent to compensate for previous salaries that increased by less than the rate of inflation. Other proposals include an increase of the minimum salary at U of T from \$16,023 to \$21,000; a lowering of the standard work week from 36.25 hours to 35 hours; improved overtime compensation; indexation of pension plan benefits; and better dental coverage.

Last year, administrative staff received a 4.5 percent increase or \$1,350, whichever was greater. UTSA had asked

for a 5.1 percent increase or \$1,400.

Meanwhile, the University and the Canadian Union of Public Employees have agreed on a new and faster process to resolve the status of 975 disputed positions in the application for certification by CUPE. The process began last September but by January only 42 positions had been examined.

Under the proposed agreement a vice-chair of the Ontario Labour Relations Board will oversee the investigation. A lawyer from each side will review the duties and responsibilities of each disputed position and try to reach agreement on its inclusion or exclusion in the bargaining unit. If the two lawyers cannot agree, a final and binding decision will be made by the vice-chair.

Askew said the process meant there was "a reasonable prospect" that the ballots from the April 1988 certification vote could be counted before the end of the year.

# Famous salamander

Continued from Page 1

resent only .003 percent of the population."

However, Lowcock and his cohorts had to go through a much more complicated exercise to find and keep a pentaploid. This year, every day during the month of migration, they stored the captured salamanders in numbered containers while blood samples were rushed to U of T's Department of Immunology for analysis.

"It was a hectic schedule. We went through 3,000 samples without finding what we were looking for. We were all getting very depressed. But on the last day, May 9, in the last 24 samples, we found it," said Lowcock. An immediate champagne celebration almost prevented them from examining the final few samples.

The rare salamander has since been kept in the comfortable temperature of the refrigerator. Efforts to fertilize its eggs have proved unsuccessful but the salamander will nevertheless provide exciting chromosome analysis and will add new material to the theories of evolution.

# Essay-buying

Continued from Page 1

established under the Committee on Academic Policy & Programs to review problems identified with the University's code of behaviour. The group is expected to report back by Dec. 31. It will consider a number of principles and procedures, such as whether instructors should give at the beginning of classes clear directions of what constitutes honest work.

Essay purchasing is not dealt with directly. Cook suggested that "whether or not it is a criminal offence," the working group could contemplate making it an academic offence for a student to fill out a request form at an essay-writing service.

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Material may be reprinted in whole or in part with appropriate credit to the *Bulletin*.

Published every two weeks by the Department of Communications.

Submissions for publication must be in the *Bulletin* office, 45 Willcocks St., University of Toronto, Toronto, M5S 1A1, 10 days before publication date unless otherwise specified.

**Editorial Enquiries:** 978-6981

**Distribution Enquiries:** 978-4933

**Advertising Enquiries:** 978-4933

Display advertising space must be reserved two weeks before publication date.

**FAX:** 978-7430

PETER LEGRIS



## Spring has sprung

Budding trees in front of UC (above) and blooming flowers near Robarts are sure signs that spring has finally arrived.



JEWEL RANDOLPH

# The retiring class of '89

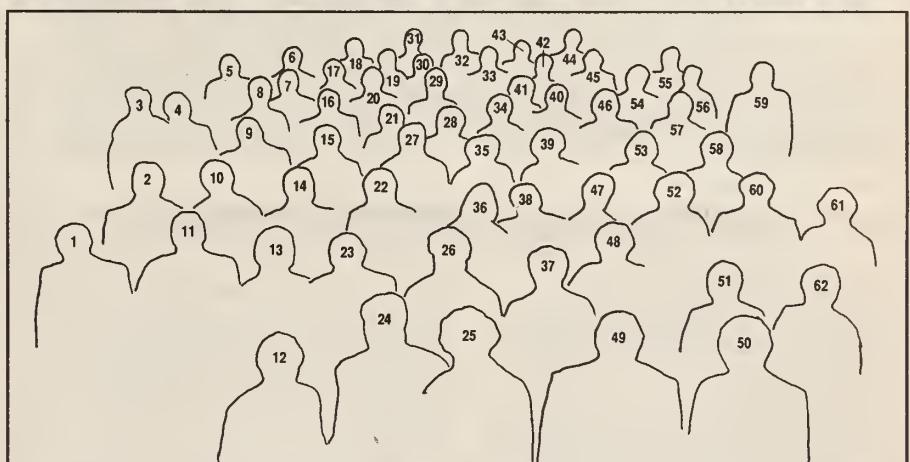


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# Trinity/Hewitt dispute step closer to resolution

THE DISPUTE between Trinity College and Marsha Hewitt is one step closer to resolution following agreement on a hearing process.

The two parties will abide by the decision reached by a hearing committee composed of three members from the University's grievance review panel. The committee will hear Hewitt's complaint under rules devised in April for college grievance procedures.

No date has been set for the hearing. Before it commences, Hewitt must file her grievance with the college.

Trinity has agreed to pay her salary

next year so she can remain on campus while the hearing is taking place. Two weeks ago the Toronto School of Theology approved her appointment as a visiting professor of theology. For her part, Hewitt has agreed to drop her human rights complaint.

Her lawyer, Suzie Scott, executive director of the University of Toronto Faculty Association (UTFA), said the grievance procedures were the same ones her client had asked for months ago.

"It took a long time to reach an agreement but it's the very agreement Marsha asked for in the first place," Scott said.

"We got what she's been asking for — a fair hearing."

Trinity provost Robert Painter said he's pleased the two sides have agreed on procedures to resolve the dispute — procedures that were formulated as a direct result of the Hewitt case and which will receive final approval in September. They are based closely on those in the Memorandum of Agreement between the University and UTFA.

Prior to this, the college's arts faculty had been covered by University grievance procedures. The divinity faculty had measures in place for tenure-stream griev-

ances, but none dealing specifically with first appointments to the tenure stream, as in Hewitt's case.

Meanwhile, Romney Moseley, the Barbadian theology professor who was selected over Hewitt for a tenure-stream position, has accepted Trinity's job offer. He will start July 1.

Last fall, Hewitt filed a complaint with the Ontario Human Rights Commission alleging that she was denied a tenure-stream position at the college due to discrimination on the basis of gender, marital and family status. She had been hired in 1986 on a three-year contract.

## In Memoriam

PROFESSOR JOHN DOVE of the Department of Chemistry and his wife Lois Hersum Dove, senior tutor in the Department of Biochemistry, were killed recently in a motor accident in Botswana.

John Dove, 58, was born in Minneapolis, Minnesota. His family returned to England shortly after his birth and he completed his education there. He received a chemistry degree from Oxford in 1953 and a DPhil in 1959. While at Oxford, he was stroke of the eight-man crew for The Queen's College Rowing Club.

He joined the chemistry department at U of T in 1962 and became a full professor in 1976. He served as NATO Senior Research Fellow and Heinemann Fellow at West Germany's University of Goettingen in 1969-70 and as a von Humboldt senior fellow at the same university in 1976-77. His research involved theoretical work on chemical reactions and astrophysical problems dealing with the chemistry of interstellar clouds.

At the University, he was a member of Governing Council from 1972 to 1975, chair of the Academic Affairs Committee from 1973 to 1975, chair of the Physical Sciences Division of Scarborough College from 1977 to 1982 and chair of chemistry's graduate studies committee from 1985 to 1987.

A major part of his life was devoted to the cause of peace and disarmament through his work for Science for Peace, where he served as conference director, national secretary and executive vice-president. In 1988, he organized the International Conference on Arctic Cooperation which brought together experts from all the Arctic nations. The conference reflected his view that the preservation of the environment and

society of this region demands worldwide cooperation on the broadest possible range of issues.

Lois Whitney Hersum, 57, was the daughter of the late Colonel LeRoy M. Hersum of Boston, Massachusetts, and Mrs. Anita Hersum (now of Toronto). She lived and was educated in a variety of places in the continental United States and Hawaii. She graduated from Radcliffe College in 1953 and was employed in a biochemical research laboratory at the Harvard Medical School before marrying John Dove in 1962 and moving to Toronto.

She worked in the cardiovascular research unit of the Faculty of Medicine before becoming a lecturer in the Department of Biochemistry in 1965. She was a past president of the University of Toronto Arts Women's Club and a member and past treasurer of the U of T Women's Association.

She was an accomplished musician and a performing member of the Toronto Early Music Player's Organization.

They are survived by their son Christopher and their two daughters, Marion and Alice. John is also survived by his brother Michael and his sister Pat (Love), who live in England. Lois is survived by her mother Anita Hersum, and by her sister Cynthia (Radue) of Kinsey, Montana.

A memorial service will be held in the MacMillan Theatre, Edward Johnson Building at 2 p.m. June 1. Donations can be made to the John and Lois Dove Memorial Lectureship which has been established to reflect their varied interests. Contributions should be sent to the Department of Development & University Relations, 21 King's College Circle, to the attention of Mrs. M.E. Martin.

## LAUT merit award winner

BONNIE HORNE, circulation librarian at the Sigmund Samuel Library, has won the third annual merit award of the Librarians' Association of U of T. Patricia Bellamy, outgoing president of LAUT, made the presentation at its annual meeting May 9.

The award recognizes superior achievement through activities that advance the field of librarianship or through outstanding service to the University.

Horne has worked at the Sigmund Samuel Library



PETER LEGRIS

Bonnie Horne

positions of assistant reference librarian, collection librarian and assistant department head.

A member of numerous committees, Horne is being honoured in particular for her work as the faculty association's chief negotiator and vice-president (salary & benefits). It is the first time that a librarian has served in these capacities with UTFA. Horne has represented U of T's 150 librarians on the UTFA council for seven years.

The previous recipients of the LAUT award are Richard Landon, director of the Thomas Fisher Rare Book Library and Joan Winearls, head of the map library.

## Scarborough teaching award

Anthropology professor Larry Sawchuk has been named this year's winner of the Scarborough College Teaching Award.

Sawchuk has been a faculty member at Scarborough since 1975. Many of his colleagues credit him with helping make the physical anthropology branch of Scarborough's program among the strongest in Canada.

One of his greatest teaching assets, as mentioned by virtually all his supporters, is the personal manner with which he interacts with his students both in and out of the classroom. He is always available and seems a permanent fixture in the physical anthropology lab, his supporters say.

"It's not uncommon to find Professor Sawchuk in the lab on a bright Sunday afternoon preparing materials for his students," colleagues said.

Those who supported his nomination mentioned his personal commitment to the anthropology computer lab which has been a valuable resource for numerous undergraduates. Many credit Sawchuk's teaching abilities with getting them over their fear of computers.

His formal classroom teaching

also received acclaim both on annual teaching evaluations, where he is regularly rated as "exceptional" by a high percentage of his students, and in personal letters from his students.

One student wrote: "Professor Sawchuk's teaching style could be described as painless in that he is able to draw students in and impart complex information and skills without the students realizing how hard they are working and how much they are learning."

In addition, he involves students in his current research, making them feel as though they are part of an ongoing and exciting research project and not just passive recipients of education.

The teaching award is presented each year to a Scarborough faculty member who has shown outstanding ability in all areas of instruction, including classroom teaching, private consultation with students and supervision of students involved in research and thesis development. It is co-sponsored by the college and its alumni association. Sawchuk will receive his award at spring convocation June 6.

## Kensington Kitchen

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## Thai princess

Professor Her Royal Highness Princess Chulabhorn of Thailand chats with two guests at a reception during the Fourth World Congress on the Conservation of the Built & Natural Environment. The biannual event, which was held at the University May 23-27, is organized by Heritage Trust, a British charitable institution of which Chulabhorn is honorary president.

## New plan in the works to help women study science

by Karina Dahlin

ARTHUR MAY, president of the Natural Sciences & Engineering Research Council, hopes NSERC will endorse a new awards program next month that will encourage women to study science. May said last week the plan is to present 100 undergraduate research awards to female students in their first year at university.

Currently NSERC undergraduate awards are given only at the end of the second and third year. The first-year prizes are a signal that NSERC wants to attract women to science and engineering, said May.

More people are needed in those disciplines, he told an audience of science writers at Carleton University May 18. The median age of Canadian researchers is just under 50 years, he said.

May was one of four panelists addressing the question "University research in the 1990s — A decade of crisis or opportunity?"

"We are not in a crisis; we are in a calamity," said another participant, Dr. Phil Gold, chair of the Department of Medicine at McGill University and physician-in-chief at the Montreal General

Hospital. "Canadians believe that basic science is a hobby that doctors do on Wednesday afternoons instead of playing golf."

"We talk about the fact that we are going forward. I am not sure in what direction, because we are far worse off now than we have ever been. We are at the bottom of the OECD (Organization of Economic Cooperation & Development survey) in science funding," said Gold.

There is a big difference between basic science, applied science, development and technology, said Gold. "We do not have the industrial underpinnings in this country to do applied research. It is dumped back into the universities where it should not be because universities are there to do basic research."

### Social sciences

Caroline Andrew, president of the Social Sciences Federation, said social sciences are often seen "as something that come at the end of the process" of the overall scientific effort, either in the marketing stage or in the evaluation of the impact of technologies.

"Rarely is enough consideration given to see the importance of social science research throughout the whole chain from innovation through marketing and evaluation."

Andrew's concern is not being ignored. Research is being done to better understand the social context of technological and scientific innovation, she said, and new programs are bringing together producers and consumers of research for discussions about the social pertinence of the work.

Clement Gauthier, chair of the National Consortium of Scientific & Education Societies, called for a federal-provincial conference — preferably of first ministers — to find ways to reverse the decline in public funds available to universities.

"In agreement with advice given by the National Advisory Board on Science & Technology to the prime minister, the consortium urges an immediate commitment to the doubling of the budget of the research councils. The doubling should be implemented in the 1989-90 fiscal year and be completed in 1991-92."

Funding is not the only problem for university research, Gauthier added. The public's lack of understanding of the values of basic research has to be addressed. People should know, for example, that biotechnology does not exist alone but draws on such sciences as molecular biology, cell biology, immunology, virology, organic chemistry, biochemistry, computer science and chemical engineering.

## No retirement decision for at least six months

DON'T HOLD your breath waiting for a Supreme Court of Canada decision on mandatory retirement.

Bob Kanduth, communications director for the Ontario Confederation of University Faculty Associations (OCUFA), said it may be six months to a year before the seven judges come to a decision.

They spent four days — May 16-19 — listening to evidence from lawyers representing four universities, seven professors and one librarian. The universities, including U of T and York, are defending their right to retire staff at age 65. The professors and librarian, who were forced to retire, are challenging mandatory retirement. OCUFA and the Canadian Association of University Teachers are supporting the challenge.

The judges must decide whether compulsory retirement violates the Charter of Rights and Freedoms. Section 15 of the charter prohibits discrimination based on, among other things, age.

## Editor's Notebook

**Hit single?** When the Department of Alumni Affairs recently moved to its new digs at 21 Kings College Circle it first had to clean out its old place at 47 Willcocks. One of the "treasures" someone found while rummaging through the attic was a few dozen 45s of the Carl Tapscott Singers' rousing rendition of the "University of Toronto Song." On the other side is the same



group singing "The Kelligrews Soiree." No one seems to remember which was the big hit and which was just the flip side.

\* \* \*

In response to "The history of the world" that ran in the last 10 Editor's Notebooks, **Martin Evans** of the Faculty of Management writes to say that, "It is easy to take cheap shots at the historical bloopers made by students in their term papers, examinations and essays. I see many letters of reference written by professors for students applying to graduate school. We too make our bloopers."

He then provides four professorial bloopers, with commentary, culled from this year's crop:

- The uninformative: "His ability to solve problems is among 10% of the classes."
- The all too informative (about the professor): "I have thought [sic] Mary in two of my classes."
- The ambiguity of gender: "In reviewing her research, I find that he has shown high achievement."
- Damning with faint praise (or is it just damning?) — in the midst of a superb review appeared the following: "John has a tendency to fall asleep during meetings, so does not make a major contribution to the discussion."

\* \* \*

Publications galore. *The St. Michael's Bulletin* notes that **Father Owen Lee**, professor of classics and Mr. (or perhaps Fr.) Opera, recently saw four of his publications appear in a single week. One was in the Vergilian Society's *Vergilius*, "Per nubila lunam: The Moon in Virgil's Aeneid." Another less scholarly publication was "Life on the Opera Quiz," for the spring issue of *Opera Canada*. The third publication is a quotation from Michael Tippet done into a double acrostic, "The Twentieth-Century Composer Speaks," for *The Opera Quarterly*. Finally, in that same journal's commemorative issue about 20th-century opera, Fr. Lee contributed the lead article "HURRY UP PLEASE IT'S TIME," which begins with a reminiscence of his arrival at St. Mike's in the 1940s.

\* \* \*

Fr. Lee might not have to worry about publications but perhaps others do. The "publish or perish" dilemma can produce beads of sweat on the forehead of any academic who isn't churning out mountains of articles a year and

thereby proving his or her worth. Universities expect faculty members to measure up.

However, some administrators are more concerned about numerical output than the quality of the articles. *The Chronicle of Higher Education* reports that Harley L. Sachs, associate professor emeritus of humanities in the technical-communication program at Michigan Technological University, was delighted when his university included a paper, "Wild Man's Meat," in its annual list of publications.

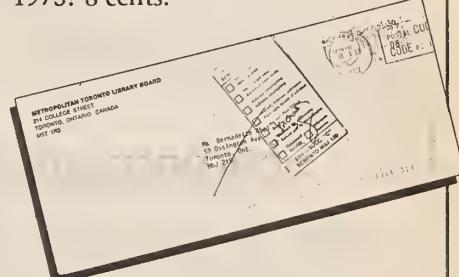
The article, included in Sach's annual bibliography as a test of the system, was actually a recipe.

\* \* \*

June 4-10 is **National Access Awareness Week**. It's not a fundraising week, but rather an opportunity for individuals, voluntary organizations, small businesses, corporations and governments to ask themselves what they've been doing to ensure integration of all people with disabilities.

\* \* \*

Ghosts of buildings past. 214 College St., currently the Koffler Student Services Centre, recently had a letter returned to it, addressee (Ms. Bernadette Abel) unknown. Not such a big deal you say. Well, the letter had originally been mailed to Ms. Abel in 1975 by the Metropolitan Toronto Library Board. That was back in the days when the library board had its office at 214 College St. The cost to send a letter in 1975? 8 cents.



No one knows where the letter has been all these years, nor why one of the postal stamps has the well-preserved letter routed through Orillia. **Karel Swift**, assistant registrar and director of student awards, forwarded the letter on to the library, at its new address, by registered mail. We hope it finds its way there.

\* \* \*

**Rita Crump**, assistant director (development and public affairs) for the U of T Library, often sends items in for Editor's Notebook. Her most recent contribution is information on a new book published by Oxford University Press, *The Nonsexist Word Finder*, by Rosalie Maggio. It's designed to help decide when to exclude terms that might be considered offensive or obsolete. It gives alternatives, explanations, or definitions for over 5,000 sexist words and phrases. Among its entries:

**fraternize:** Associate, socialize, mingle, band together, keep company, hobnob, mix, consort. There is no parallel from the word for "sister," "soror."

**lounge lizard:** This phrase is functionally sexist because it's used only of men. Use instead: social parasite. See also ne'er-do-well.

**monkey's uncle:** Found in such expressions as "Well, I'll be a monkey's uncle!" this term could be simply reduced to "Well, I'll be!" although it probably doesn't need to be taken too seriously. Anyone who wants to be a monkey's uncle is probably not a threat to the language.

# Van Ginkel receives distinguished prof award

PROFESSOR Blanche van Ginkel of the School of Architecture & Landscape Architecture has been awarded the Distinguished Professor Award of the Association of Collegiate Schools of Architecture (ACSA).

The association was founded in 1912 to enhance the quality of architectural education. It has 114 member schools in the United States and Canada and 50 affiliated member schools around the world. Its distinguished professor awards recognize outstanding achievements in teaching, design, scholarship, research and service. Five awards are given every year at ACSA's annual meeting in March.

## Law prize

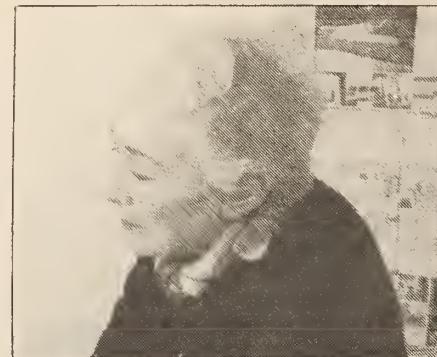
PROFESSOR STEPHEN WADDAMS of the Faculty of Law has been awarded the Law Reform Commission of Canada/Canadian Association of Law Teachers Prize.

Waddams received the prize, which is the highest academic honour given to Canadian legal scholars, for outstanding legal scholarship and law reform.

He has received numerous research awards, the most recent being a \$10,000 grant from the Social Sciences & Humanities Research Council of Canada. He has been involved in various Ontario Law Reform Commission research projects and served as chair of the contract law section of the Canadian Association of Law Teachers from 1979 to 1981.

He received his BA and law degree from U of T and has been teaching here since 1968. He served as the provost's assessor on the decanal promotions committee for arts and science from 1983 to 1986 and was chair and graduate coordinator of the law faculty's graduate committee from 1976 to 1987.

Professor Martin Friedland of the law faculty won the prize three years ago.



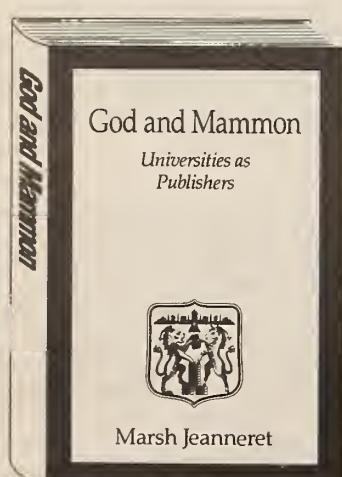
Blanche van Ginkel

Later this year, van Ginkel will be honoured again, this time at a dinner arranged by architecture and landscape architecture on the occasion of her retirement from the school. It will not be a retirement in the traditional sense. Professor Steven Fong, chair of architecture, said van Ginkel plans to continue teaching next year and to do some writing.

Van Ginkel came to U of T in 1977 after teaching at several universities, among them McGill and the University of Pennsylvania. She served as dean of architecture and landscape architecture from 1980 to 1982 and is considered the senior professor at the school, responsible mainly for fifth-year students. A steady stream of events and exhibitions organized by van Ginkel continues to impress colleagues.

From 1948 to 1950, she worked in LeCorbusier's atelier in Paris. She has been involved in film, television and radio production and has published numerous articles in the professional press and news media. She is a fellow of the Royal Architectural Institute of Canada and a recipient of the Queen's Silver Jubilee Medal in 1977. For more than 30 years, she has been a principal in the firm of Van Ginkel Associates, architecture and planning consultants.

## University of Toronto BOOKSTORE UNIVERSITIES AS PUBLISHERS



\$27.95 Cloth

Marsh Jeanneret, for almost twenty-five years the Director of the University of Toronto Press, ponders these questions in *God and Mammon*, the entertaining account of his publishing career.



Photo: Yousuf Karsh

214 COLLEGE STREET  
In the Koffler Student Centre  
Mon.-Fri. 9am-6pm, Sat. 10am-5pm  
Telephone Orders Accepted 978-7907

## HR News & Views

A monthly column from Human Resources

by Rudy Kremberg

### Time management

Overwhelmed by your workload? Always rushing to meet deadlines? Trying to do everything perfectly — even if it takes too long?

If the answer to any of these questions is yes, you'll find HR's upcoming seminar on time management very timely.

The seminar will help you identify your time-management patterns and habits, develop techniques and strategies for better managing your time and custom tailor a time-management system that works for you.

Time: Fri., June 30, 9:30 a.m. - 4:30 p.m.

Place: 215 Huron St., 8th-floor conference room

Fee: \$60 per participant

Elaine Preston, trainer and career counsellor in HR, will be running the seminar. She offers these tips:

- Prepare a daily list of things to do.
- Avoid clutter. Organize your desk so that you have only one job on it at a time.
- Plan ways of coping with crises and shifting priorities.
- Develop contingency plans.
- Leave yourself time for interruptions and the unexpected.
- Avoid procrastination; finish what you start.

### Job opportunities

HR has streamlined its distribution of job

postings.

Most announcements of job vacancies are now reaching departments a day or two before the "please post" date. Thanks are due to the University of Toronto Press and the University post office for their speedy work.

If you have any questions or comments about the posting of job vacancies, call Jean Radley at 978-4001.

To apply for the following jobs, submit résumés to the contacts below at 215 Huron St., 8th floor. Applications will be accepted until suitable candidates have been chosen.

### Research Officer III

(\$30,085 — 35,394 — 40,703)

Behavioural Science, two positions, grant ends April 30, 1992, with possibility of renewal

Contact: Roy Dart, 978-2112

### Secretary III

(\$22,483 — 26,450 — 30,417)

Ontario Laser & Lightwave Research Centre, grant ends March 31, 1990, with possibility of renewal

Contact: Julia Finerty, 978-5124

### Clerk II

(\$17,340 — 20,400 — 23,460)

Faculty of Medicine

Contact: Sylvia Holland, 978-6470

For a complete list of career opportunities, check staff bulletin boards or the postings at the Human Resources Department.

## Six get ministry grants

SIX PROFESSORS have received almost \$500,000 in research grants from the Ministry of Colleges & Universities.

The provincial government's University Research Incentive Fund (URIF) will provide \$493,699 in grants for two projects in the Department of Mechanical Engineering and one each in the Departments of Electrical Engineering, Chemical Engineering & Applied Chemistry, Metallurgy & Materials Science and the Institute of Aerospace Studies. The URIF program matches private sector funds dollar for dollar.

Professor Anthony Haasz of the Institute for Aerospace Studies will receive \$105,750 for fusion energy studies; Professor Tom North of the Department of Metallurgy & Materials Science will receive \$25,000 for research into brazed

repairs to the turbine blades of jet engines; Professor Andrew Goldenberg of the Department of Mechanical Engineering will receive \$261,661 to design a remote-control device to be used in robotic tree-trimming operations; Professor Jim Smith of the Department of Chemical Engineering & Applied Chemistry will receive \$54,288 to develop a process to reduce sulphur compounds produced in the natural gas and pulp and paper industries; Professor Jan Spelt of the Department of Mechanical Engineering will receive \$32,000 to study the breakdown of metal joints and structural adhesive bonding techniques for use in the transportation industry; and Professor Paul Chow of the Department of Electrical Engineering will receive \$15,000 for research into the use of computers in architecture.

## New book prize named after Saddlemeyer

THE ASSOCIATION for Canadian Theatre History/Association D'Histoire Du Théâtre Au Canada has recently named an annual scholarly prize after Professor Ann Saddlemeyer, master of Massey College.

The prize honours the author of the best book (in English or French) published in the field of Canadian drama and theatre studies. Saddlemeyer played an important role in helping to develop the discipline through teaching and research.

She also co-edits *Theatre History in Canada/Histoire Du Théâtre Au Canada*. The journal is celebrating its 10th anniversary this year.

The winners of the 1988 Ann Saddlemeyer Book Prize are Bronwyn Drainie for *Living the Part: John Drainie and the Dilemma of Canadian Stardom* (Macmillan) and Jean-Luc Bastien and Pierre MacDuff for *La Nouvelle Compagnie Théâtrale...* (VLB Editeur). The presentations were made during the association's annual banquet on May 28 in Quebec City.

Learn To Sail!  
At Harbourfront  
Pier 4 Sailing School  
283 Queens Quay West  
Toronto, Ontario M5V 1A2  
366-0390



## Events

### Lectures

**Drug Resistance and Cancer Chemotherapy.**  
Wednesday, May 31  
Dr. Victor Ling, Ontario Cancer Institute, 3171 Medical Sciences Building, 4 p.m. (Pharmacology)

**Monitoring, Transtracheal Jet Ventilation and Malpractice.**  
Wednesday, May 31  
Prof. Jonathan L. Benumof, University of California at San Diego; Harry Shields memorial lecture. Main lecture theatre, Norman Urquhart wing, Toronto General Hospital, 5 p.m. (Anaesthesia)

**Wit and Wisdom at the University of Toronto.**  
Saturday, June 3  
Canadian Competitive Challenge, Prof. John Crispo, Faculty of Management. And What about People: Contemporary Social Policy, Prof. Lorna Marsden, Department of Sociology. Gallery Club, Hart House, 9 a.m. to 12 noon. Tickets \$15. Information: Ed Thompson, 978-8991. (UTAA)

**Evolving Knowledge on Genetic Factors in Alcoholism.**  
Wednesday, June 7  
Prof. C. Robert Cloninger, Jewish Hospital, St. Louis, MO. Auditorium, Addiction Research Foundation, 4 p.m. (ARF)

### Seminars

**Receptors Regulation of Inositol Phosphate Metabolism.**  
Tuesday, May 30  
Keith Wreggett, Cambridge Research Station, Cambridge, England and candidate for assistant professor position in Banting & Best Department of Medical Research; rescheduled from May 29. Room 417, C.H. Best Institute, 112 College St. 12.30 p.m.

### Music

**ORPHEUS CHOIR OF TORONTO**  
Friday, June 9  
Brainerd Blyden-Taylor, conductor; concluding concert in 1988-89 series. St. James Cathedral, 65 King St. at Church. 8.15 p.m. Advance tickets \$14, students and seniors \$11; single tickets at the door \$15, students and seniors \$12. Information: 462-0160

### Events deadlines

Please note that information for Events listings must be received in writing at the *Bulletin* offices, 45 Willcocks St., by the following times:

Issue of June 12, for events taking place June 12 to 26: Monday, May 29

Issue of June 26, for events taking place June 26 to July 24: Monday, June 12



Portrait of Ruth Massey Tovell, 1925. Oil painting by Tibor Pólya. From "Tibor Pólya and the Group of Seven / Hungarian Art in Toronto Collections: 1900-1949." See Exhibitions.

### Meetings and Conferences

#### Business Board.

Monday, May 29  
Council Chamber, Simcoe Hall, 4 p.m.

#### Oncology Research Symposium.

Tuesday, May 30  
A Toronto Hospital research symposium; presented with the generous support of Mr. and Mrs. J. Chauncey Cohen. Oncology Research: An Overview. 9.10 a.m. Testicular Cancer — Model for a Curable Neoplasm. 9.30 a.m. New Approaches to the Therapy of Prostate Cancer. 10.30 a.m. New Avenues of Investigation in Ovarian Cancer. 11.10 a.m. Recent Developments in the Investigation and Treatment of Lung Cancer. 11.30 a.m. New Approaches to the Therapy of Brain Tumours. 11.50 a.m. Bone Marrow Transplantation. 1.30 p.m. Autologous Bone Marrow Transplantation for Hematologic Malignancies. 2.30 p.m. Molecular and Cytogenetic Analysis of Leukemia. 2.50 p.m. Transforming Growth Factor  $\alpha$  and Breast Cancer. 3.30 p.m.

New Approaches in Management of Cancer of Hypopharynx. 3.45 p.m. Growth Factors in Renal Cell Cancer. 3.55 p.m. HTLV-1-Related Disease. 4.05 p.m. Gynecologic Malignancies. 4.15 p.m. Residence amphitheatre, 90 Gerrard St. W. Information: research administration, 595-4561.

**Cultural Marginality in the Western Mediterranean.**  
Thursday, June 1; Friday, June 2; and Sunday, June 4  
An international conference.

Sessions in Wetmore Hall, New College.

Thursday, June 1  
Principal address: La Diaspora séfarade au siècle des Lumières, Gérard Nahon, Ecole pratique des hautes études Section des sciences religieuses Sorbonne. 8.30 p.m. Traditional Judeo-Spanish Songs, performed by Judith Cohen. 9.30 p.m.

Friday, June 2  
First session.  
La problématique du ghetto dans la littérature juive nord-africaine; Masaltob de Blanche Bendahan, Nelly Roffé-Guanich, Université de Montréal.  
The Recovery of a Heritage: The Judeo-Spanish Biblical Ballads, Messod Salama, Memorial University of Newfoundland. 2 to 3 p.m.

Second session.  
Arabs and Berbers in Western Islam — A Case of Medieval Colonialism, Maya Shatzmiller, University of Western Ontario.  
De-Constructing the Maghrebi Logos, Mustapha Marrouchi, Department of French.  
Marginalisation de la culture méditerranéenne par l'Alliance israélite universelle, Sarah Carlen, York University. 3.15 to 4.45 p.m.

Sunday, June 4  
Third session.  
Bayle: Uriel D'Acosta ou les inconvenients de la marginalité, Frédéric Gerson, Department of French.  
Religious Marginality and the Marrano Experience, Ira Robinson, Concordia University. 2 to 3 p.m.

Fourth Session.  
The Vanishing Jews: A Treatise on Resurrection, Libby Garshovitz, Department

of Near Eastern Studies. L'opposition entre Baruch Spinoza et Shabata Zvi, George-Guy Maruani, Ex-chargé de cours de psychologie médicale à la Faculté, ancien assistant des hôpitaux psychiatriques. 3.15 to 4.15 p.m.

Fifth Session.  
Hispanité et Judaité de la poésie orale séphardie, Oro Anahory-Libowicz, Collège du Vieux-Montréal.  
Musical Bridges: Contrafactum in Judeo-Spanish Songs, Judith Cohen, Université de Montréal.  
L'art du conteur: le rapport entre le texte sacré et la représentation orale et gestuelle dans le bassin méditerranéen, Youssef Haddad, Université Paris VIII. 4.30 to 5.30 p.m.

Evening program.  
The Power of the Myth in Jewish Dramatics, Serge Ouaknine, Université du Québec à Montréal; Joseph and Gertie Schwartz memorial lecture. Illustrated commentaries of two staged sephardic productions: the Book of Job and the Expulsion from Spain 1492. 1016 Wilson Hall, New College. 8 p.m.

### ROBARTS LIBRARY

#### Canadian-Polish Publications.

To May 30  
A collection of newspapers and books published in Canada written in Polish and English; co-sponsored by the Cultural Committee of the Canadian-Polish Congress.

#### The French Revolution in Posters.

June 3 to June 30  
A collection of posters to celebrate the bicentennial of the French Revolution; co-sponsored by the French cultural service of the consulate-general of France. Main Display Area. Hours: Monday to Friday, 8.30 a.m. to 12 midnight; Saturday, 9 a.m. to 10 p.m.; Sunday, 1 to 10 p.m. (Public & Community Relations)

#### JUSTINA M. BARNICKE GALLERY, HART HOUSE

#### Tibor Pólya and the Group of Seven/Hungarian Art in Toronto Collections: 1900-1949.

To June 8  
Both Galleries.  
Gallery Hours: Monday and Friday, 11 a.m. to 6 p.m.; Tuesday to Thursday, 11 a.m. to 8 p.m.; Saturday and Sunday, 1 to 4 p.m.

### THOMAS FISHER RARE BOOK LIBRARY

#### 1789: Année de la Liberté.

To August 31  
An exhibition of books, pamphlets, plays and other materials relating to the first year of the French Revolution. 1st and 2nd floors. Hours: Monday to Friday, 9 a.m. to 5 p.m.

### Convocations

#### Convocation Hall

Friday, June 2  
Faculties of Social Work, Education and Management; Dean T.M. Robinson, School of Graduate Studies, will address Convocation. 2.30 p.m.



Monday, June 5  
School of Graduate Studies; honorary graduand Prof. Frederick Ernest Joseph Fry will address Convocation. 2.30 p.m.

Tuesday, June 6  
Scarborough College; Prof. Paul Thompson, chair, Division of Humanities, Scarborough College, will address Convocation. 2.30 p.m.

Wednesday, June 7  
Faculty of Applied Science & Engineering; honorary graduand Alan Davenport will address Convocation. 2.30 p.m.

Thursday, June 8  
Faculty of Medicine; Prof. John Hastings, associate dean, community health, will address Convocation. 2.30 p.m.

Friday, June 9  
Faculties of Pharmacy, Nursing, Dentistry and School of Physical & Health Education; honorary graduand Dr. Harald Löe will address Convocation. 2.30 p.m.

Monday, June 12  
St. Michael's and Innis Colleges; honorary graduand Joseph John Barnicke will address Convocation. 2.30 p.m.

### Miscellany

#### Campus Walking Tours.

June 1 to August 31  
Hour-long tours of the downtown campus conducted by student guides. Map Room, Hart House. 10.30 a.m., 12.30 and 2.30 p.m., Monday to Friday. Information: 978-5000.

#### Summer Seminars for Seniors.

Monday, June 12 to Friday, June 16  
Medicine and Moral Conflict and the Soviet Union under Gorbachev; lecture/discussion groups. 10 a.m. and 3.30 p.m. daily. Registration information: 978-2400. (Continuing Studies)



## CANCER INFORMATION SERVICE

### CALL

1-800-263-6750

## Research Notices

For further information and application forms for the following agencies, please contact ORA at 978-2163.

### Health & Welfare Canada

A special joint competition has been announced for Canadian AIDS researchers to collaborate with investigators in developing countries and to contribute to international efforts in response to AIDS. Issues to be addressed are: the use of public health education and information on human behaviour and sexuality in the management of AIDS; surveillance and epidemiology of HIV infection/AIDS; laboratory diagnosis of HIV infection; clinical management and treatment of HIV-infected persons and persons with AIDS; basic or clinical research on HIV with special emphasis on the structure and function of retroviruses and their antigenic determinants.

Investigators conducting research in Canada which falls within the terms of reference of NHRDP or MRC should apply to Health & Welfare Canada. Canadian investigators working with colleagues in developing countries should contact IDRC. Initial application is by letter of intent and the usual University signature requirements apply. Successful applicants will be invited to prepare formal proposals.

Specific procedures and application format may be obtained from ORA for NHRDP/MRC applicants and from the Office of International Cooperation for IDRC.

applicants. Submissions at any time.

### National Alliance for Research on Schizophrenia & Depression

Submissions are sought for the 1990 NARSAD established investigator award in areas relevant to the basic and clinical science of serious mental illness such as schizophrenia and depressive disorders. Initial application by letter of intent only and the usual University signature requirements apply. Formal applications will be invited after review by NARSAD. Deadline is June 15.

### National Institutes of Health

A supply of revised PHS 398 (Rev. 10/88) grant application forms has been received by ORA. NIH will not accept submissions on old forms.

### Natural Sciences & Engineering Research Council of Canada

Effective July 1 new stipend rates paid from research grants will be: graduate students — \$13,000 maximum; post-doctoral fellows — \$20,000 minimum to \$23,500 maximum.

### Physicians' Services Incorporated Foundation

Deadline dates for the 1989-90 competition cycle are as follows: June 9, September 8, November 24 and March 19. Please use application forms identified as G1-07-88 for these deadlines.

### Upcoming Deadline Dates

AmFAR/Pediatric AIDS

Foundation — letter of intent: May 31.

Canada Council — Killam research fellowship; Isaac Walton Killam Memorial Prize nominations: June 30.

Canadian Foundation for AIDS Research — research grants (anticipated deadline): June 30.

Health & Welfare Canada (NHRDP)/MRC/IDRC — collaborative AIDS research special competition (letters of intent): any time. (Please note IDRC applications to Office of International Cooperation.)

Ministry of Colleges & Universities, URIF — ministry deadline: May 31.

National Institutes of Health (US) — new and unsolicited research grants: June 1.

NARSAD — (schizophrenia and depression) established investigator award (letters of intent): June 15.

NSERC — 1989 microelectronics fund: June 30; Steacie prize nominations: October 2.

Ontario Ministry of the Environment — research grants: June 15; pesticide advisory committee: June 30.

Physicians' Services Inc. Foundation — research grants: June 9.

Searle Canada Inc. — research grants (NSAIDs): May 31.

SSHRC, Research Communications Division — aid to occasional scholarly conferences in Canada (Oct-Feb): June 30.

U of T, Humanities & Social Sciences Committee Research Board — grants-in-aid: June 1.

## Three industrial research chairs established

THE GREATEST problem in the operation of CANDU nuclear reactors is corrosion of the tubes that contain the fuel. In response to that problem and in anticipation of an increased demand for nuclear power, eight companies have joined forces with the Natural Sciences & Engineering Research Council (NSERC) to provide funding for three industrial research chairs in nuclear engineering at the University.

A senior chair in the Department of Metallurgy & Materials Science has already been filled by Brian Cox, an expert on the corrosion of nuclear reactor materials. Before joining U of T Cox spent 25 years with the Chalk River laboratories of Atomic Energy of Canada Ltd. (AECL). On June 30, he will replace John Runnalls as chair of the University's Centre for Nuclear Engineering (CNE).

Two junior chairs in the Departments of Chemical Engineering & Applied Chemistry and Mechanical Engineering

have also been advertised, said professor Alfred Miller, chair of metallurgy and materials science. Approximately 24 U of T professors are members of the centre which acts as a bridge between related departments and as a link between the University and industry.

Eight companies — AECL, CAE Electronics Ltd., Cameco-A Canadian Mining & Energy Corp., Denison Mines Ltd., General Electric Canada Inc., Ontario Hydro, Rio Algom Ltd. and Uranerz Exploration & Mining Ltd. — will carry half the cost of the \$1.7 million program for the next five years. NSERC will contribute \$860,000.

In addition, three utilities known as the CANDU Owner's Group (Ontario Hydro, Hydro Québec and NB Power) will spend \$170,000 for research on zirconium oxide-catalyzed reactions. NSERC will contribute \$205,000 towards the research.

All companies participating in the program are involved in Canada's uranium and nuclear industry.

## PhD Orals

Graduate faculty please call the PhD oral examination office at 978-5258 for information regarding time and location for these listings.

### Friday, June 2

Saso Kalajdzievski, Department of Mathematics & Applied Mathematics, "Centralizers of Finite Subgroups of the Automorphism Groups of a Free Group." Prof. J. McCool.

Andrew Douglas Kirkwood, Department of Chemistry, "The Spectroscopy of the Matrix Isolated Mn<sub>2</sub> and Mn<sub>3</sub>." Prof. M. Moskovits.

Lynda Suzanne Lasic, Department of Biochemistry, "The Fermentation of Xylose and Glucose by a Thermo-philic Bacterium: *Thermoanaerobacter ethanolicus*." Prof. H.G. Lawford.

### Wednesday, June 7

Jack Kamrad, Department of Education, "Placebo Effects in the Treatment of Hyperactive Children: Application of an Expectancy-Attribution Model." Prof. M. Orme.

Zvi Viderman, Department of Mechanical Engineering, "On

the Stability of a Dual Spin Satellite with Asymmetric Rotor and Flexible Platform." Prof. F.P.J. Rimrott.

### Thursday, June 8

Shirlena Swee Lian Huang, Department of Geography, "Office Suburbanization in Toronto: Fragmentation Workforce Composition and Laboursheds." Prof. G. Gad.

### Monday, June 12

Robert Emmett Bradley, Department of Mathematics & Applied Mathematics, "Induced Operators and Alternating Sequences." Prof. M. Akcoglu.

Elizabeth Ann Kajander,

Department of Education, "Possible Components of Mathematical Ability: A Study of Mathematical Creativity in a Deductive Geometry Curriculum Unit." Prof. D.F. Burrill.

Guang Jun Zhang, Department of Physics, "Momentum Transport by Cumulus Clouds and Its Parameterization." Prof. H.R. Cho.

### Wednesday, June 14

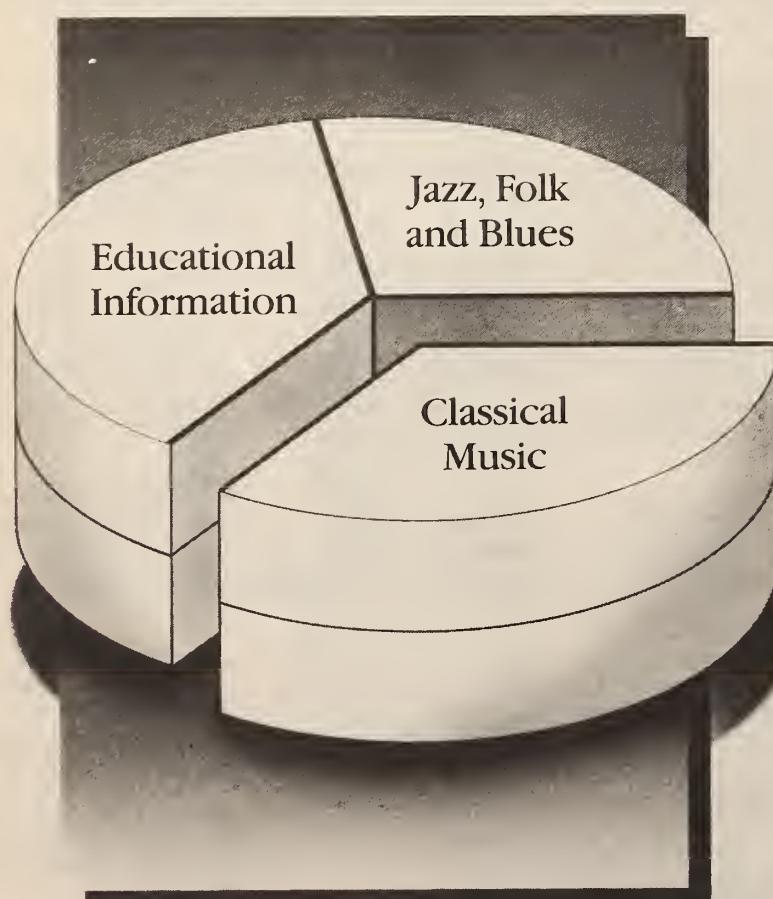
Serafima Roll, Department of Slavic Languages & Literatures, "Writing One's Self: Boris Pasternak's *Safe Conduct* and Osip Mandel'shtam's 'The Egyptian Stamp.'" Prof. R.D.B. Thomson.

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## Letters

# Responding to equity survey concerns

I WOULD LIKE to respond to the letters from David Askew and Constance R.M. Gardner in the May 15 *Bulletin* on the recent employment equity survey.

While Askew and Gardner express reservations about the survey, I am pleased that they do not appear to question its concept or intent. This is not to say that I share their reservations, which appear to be these:

- the expensive treatment and number of survey communications
- the need to monitor the situation when snapshots would do
- the involvement of staff as coordinators
- the appropriateness of questionnaire categories.

Before addressing these points, I want to remind Askew, Gardner and *Bulletin* readers that from the initial planning stages of the survey and throughout its administration I was advised and assisted by an advisory task force (ATF) representing a cross-section of the University community. The members are: Professor Fred Case, Department of French; Professor C.K. Govind, Scarborough College; Cathy Matthews, Centre of Criminology; Elizabeth Paterson, International Student Centre; Tennys Reid, Erindale College; Professor Hank Rogers, Department of Linguistics; José Sigouin, Department of Microbiology; Elaine Stolte, Faculty of Dentistry; and Ann Van Fossen, office of the assistant vice-president (planning) and University registrar. Eileen Barbeau, Services to Disabled Persons and Professor John Kervin, Centre for Industrial Relations, are resource people to the task force.

Since many organizations have already conducted similar surveys, an established methodology has evolved. One of the leading experts in the field, Professor Ted Harvey of U of T's Centre for Industrial Relations, made a presentation at the first meeting of the ATF, thoroughly describing the components of a survey. The ATF

followed Harvey's advice. We also received advice from the Office of Public & Community Relations.

A conscious decision was made that the survey material look professional and eye-catching. A mere sampling of responses, which is all some surveys need, is neither acceptable nor appropriate for our purpose. We need a response from every employee to obtain the necessary accurate information on our workforce composition.

Although the data from the survey are

confidential, that does not mean they are anonymous. Anonymity would give only a snapshot, which is not sufficient. We chose to use personnel numbers rather than names as an added check to ensure confidentiality.

We must be able to monitor changes. We need to know, over time, the representation of designated group members among those being hired, promoted and transferred, as well as among those who join and leave the University.

For example, we may see that from

one year to the next there are the same number of aboriginal people in our workforce. The annual "snapshot" approach would not tell us whether these were in fact the same people. It could be that while we were able to hire them we were unable to retain them, and should explore possible causes.

Similarly, if one year there were significantly more women at senior positions than previously, we should be able to determine if that was due to internal promotions or external hirings.

Everyone joining the University's workforce is asked to complete the same questionnaire. Adding data about new staff and deleting data of those who leave the University enables us to obtain a detailed picture of changes of designated group representation. These changes can be used to update the University's objectives, as necessary, without incurring the added expense of repeating the survey.

Having coordinators assist in administering the survey is particularly appropriate in an institution as large and decentralized as U of T. Research has shown that a personal approach increases the likelihood of a high return rate. Coordinators also ensured that everyone received a survey kit and answered questions.

The categories for all questions, including those for visible minority, were modelled on categories developed by the federal government on the advice of the Canadian Human Rights Commission. They are also consistent with categories recommended by Professor Harvey as well as those used in the surveys of many other companies. The final wording of all the questions was intensely debated by the advisory task force. In fact, late in the process we agreed to modify the questionnaire in response to concerns that came to our attention.

I encourage any who may still have questions or who did not complete the questionnaire because of some concern to phone me at 978-2110. It is easy to believe in the concept of employment equity, but more challenging to make it a reality.

*Mary Lynne McIntosh  
Human Resources Department*

## 'Distress' leads to 'dismay'

I READ with interest about Constance Gardner's "distress" over the U of T's employment equity program and her comparison of it with the United Way campaign and U of T Day (*Bulletin*, May 15).

Gardner should realize that the University engages in such endeavours in an attempt to integrate itself with the community it draws so much from, as opposed to a parasitic relationship with the larger community or burying its head in the sand of academic and intellectual pursuits.

There is an administrative art to conducting those campaigns that she finds so "distasteful." In all three cases the University has attempted to mount cost-effective campaigns based on considered planning and strategy precisely to avoid wasting resources on ill-conceived and simplistic programs.

By sharing the University's resources (U of T Day), engaging in gestures of goodwill (United Way) and publicly expressing its support for employment equity the U of T is making long-term public relations investments in the

community that ultimately supports it and, not incidentally, pays for academics to pursue their intellectual interests. These efforts are those of a responsible institutional citizen.

Campaigns such as U of T Day and the United Way do not run themselves. In a place as diverse and decentralized as U of T, central guidance and expertise is required. If we were to institute Gardner's theories on how to conduct an employment equity or fundraising campaign or a major public relations event, we would surely discover that the results do not justify the lower costs.

I respect Gardner's right to be passionate about the standards of her work and the "waste of University resources on non-academic and non-intellectual activities." I request the right to express my dismay that a member of an institution of higher learning should espouse such "distasteful and depressing" attitudes.

*David Jeu  
Department of Alumni Affairs*

## Opposing Sumner's 'drastic' proposal

PROFESSOR Wayne Sumner's proposal ("Employment equity: the next step," *Bulletin*, April 17) stirred in me chilling memories of the *numerus clausus*. There was a time when universities set quotas for the admission and appointment of blacks, Roman Catholics, Jews, communists and, of course, women.

Sumner's proposal is more drastic. Until some set target is reached, no man at all need apply. The time period is indefinite, since it cannot be known in advance just when the magic ratio will be achieved. Further, ratios would be set for all departments of the University — physical plant, personnel, nursing, athletics, administration, etc.

Some categories of men have been discriminated against in the past and are now, by some standards, under-represented. Among those men who need not apply would be Inuit, Dene, Metis, gay, physically handicapped, black and other men who are at present inequitably represented.

Among the several reasons which encourage me to oppose Professor Sumner's proposal, two in particular are decisive. First, it is wrong to adopt an inequitable policy to attain the goal of equity. Injustice to individuals is too high a price to pay for social goals, however desirable, especially when other methods are available which are fairer and more effective, if slower.

It is wrong for a publicly supported institution to deny to well-qualified people the opportunity to be considered fairly and on their merits for a position

in that institution. It is cruel and unfair to permit anyone to spend years attaining a PhD and then refuse to consider that person for a position for which the PhD is one of the major qualifications.

There is a bitter irony in denying to a young generation the opportunity to apply for positions, while older men who have profited for years from the injustices of the past continue in their comfortable positions. Those who have profited from injustice show insensitivity when they ask the innocent to pay for injustices to which their elders have, however unwittingly, been accomplices.

Second, this proposal subverts the primary purpose of the University. We ought not to adopt policies that weaken our commitment to "remain on the leading edge of academic inquiry, scientific discovery, and teaching" (from one

of the Breakthrough campaign brochures).

One of the rarest of human gifts is the ability to advance our knowledge, deepen our understanding, improve our methods of inquiry, broaden our wisdom and to transmit to the next generation a love for humanity's greatest achievements. Universities have certainly impaired themselves by excluding women and many categories of men. Why perpetuate the harmful and unjust policies of the past by extending them to several generations of young men? We should be enlarging, not restricting, the pool from which the University draws.

*David Savan  
Professor Emeritus  
Department of Philosophy*



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## Aiming at responsibility and fairness in hiring current PhDs

REGARDING the Advisory Committee to the Status of Women Officer's letter in the May 1 *Bulletin*: I think numerical hiring targets may indeed be required but not the sort suggested by the commit-

tee. In order to arrive at the presumptive target for new appointments the committee would take the percentage of women in the available Canadian PhD pool and multiply that by the total number of tenured/tenure-stream faculty.

I believe that use of this method seeks to rectify allegedly unfair practices in the past by resorting to equally unfair practices in the present.

Surely our aim and responsibility should be fairness to the present available pool of PhD applicants. If 50 to 70 percent of that pool are women then something is wrong if close to these percentages of women are not hired over a set period of time. Equally, if 50 to 70 percent of that pool are men, then something is wrong if close to these percentages of males are not hired.

If we aim to be fair to the present available pool of applicants, we should multiply the percentage of male/female applicants by the number of anticipated retirements in a five- or 10-year period. This measure would be fair to both sexes. Of course, if the University is responsible for the lower percentage of applicants of one or another gender for given posi-

tions, then it must address this situation as well, but as a separate issue.

I think that Professor Graeme Nicholson is right to raise a cautionary note about the concept of systemic discrimination (*Bulletin*, May 1). There may well be such a thing but it needs to be defined. The issue raises important questions of moral responsibility and accountability which take us far beyond the little garden that we as a university community can be expected to cultivate.

In all of this, we should remember that gender discrimination is just one variety of the species. What will the University do about possible discrimination based on religion, colour, nationality, etc? But perhaps it is true that "c'est le premier pas...."

*John J. Hartley  
Department of Philosophy*

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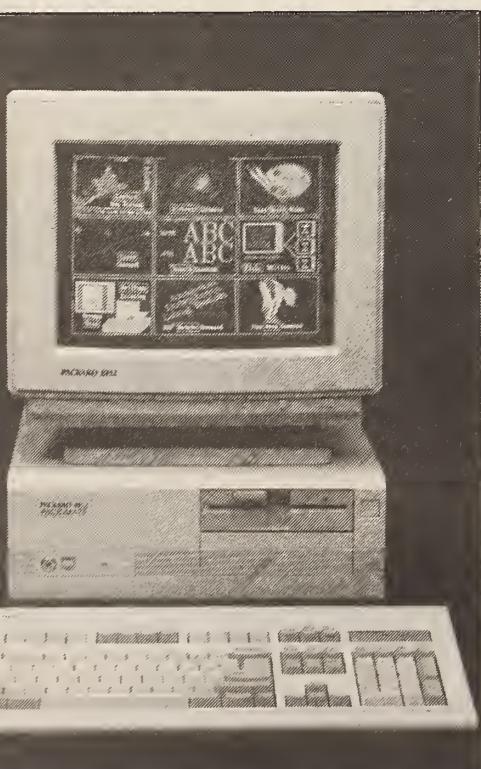
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## We don't need name-calling

I AM SORRY to see a letter from a graduate student in history (John McLeod, *Bulletin*, May 1) which so sacrifices historical acumen to name-calling: the "radical-chic professors ... trendy cause-finders" who "whine" about colleagues "who failed to do their jobs during the recent strike" being "slapped on the wrist" by the provost.

Whatever one may think of the instructors he mentions, their views and actions have been too consistent and compelling over the past 20 years to be called trendy or chic. Among "injustices" some of them have publicized have been race- or sex-based inequity in admissions of students and promotions of colleagues; among "causes" have been opposition to Canada's support of the US in the Vietnam War, and the rights of colleagues to follow their consciences in political matters without academic penalty.

Such voices seem to me as important in a society — and particularly in a community devoted to honest inquiry and discussion — as the voices of those who oppose them. We need both, not insubstantial ridicule.

Constance R.M. Gardner  
Institute for History & Philosophy of  
Science & Technology

I WOULD LIKE to thank the *Bulletin* and Jane Stirling in particular for the excellent article on the Memorandum of Agreement between the University of Toronto and the Toronto School of Theology ("Agreement reunites St. Augustine's, TST," May 15). The article is very accurate and certainly captures the spirit of mutual cooperation we look forward to.

Your readers might find it interesting that TST, with an enrolment of 1,300 students and 110 professors, is the largest theological faculty in Canada and the fifth largest in North America. It educates nearly 75 percent of all candidates for church ministry and academic positions in Canada. By the year 2000 it is estimated that 80 percent of the ministers practising in churches in Canada will have taken their divinity degree at colleges of TST.

Our professors are among the most academically qualified in North America and are involved in many international research projects.

We hope not only to work more closely with the faculty at U of T but also to contribute to the University community in every way we can.

*Michael G. Steinhauser  
Director, Advanced Degree Studies  
Programme  
Toronto School of Theology*

## Classified

*continued from page 11*

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**Annex, 2-floor, 3-bedroom duplex,** balcony, deck, large sunny kitchen, lots of light in every room. Must be quiet and gay positive. Sorry no children. Non-smoker. 1 or 2 people. References. \$1,300+. 928-3179.

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**continued on page 10**



# Don't shut out current (male) PhDs

by Ted Byers

THERE ARE two serious flaws in Wayne Sumner's forum article "Employment equity: the next step" (*Bulletin*, April 17).

First, his use of data is misleading because it ignores the history of employment at universities over the past 40 years. The supply of qualified women in some fields has increased markedly over the past few decades. The data I have analyzed suggest that there has been no discrimination against women for at least 20 years.

Second, his proposal will punish the current generation of male PhDs for an alleged offence committed by a previous generation.

Sumner's use of data on the representation of women in the Ontario university community is an example of how you can mislead with, or be deceived by, statistics and data. His data — showing that the number of women decreases as we move from undergraduates, to masters students, doctoral students, faculty, associate professors and on to full professors — assume that this distribution has been stable over an extended period of time. Yet the time frame he considers, the past 10 years, is much too short.

Data on attitudes (which is not readily available) are required to determine whether women in the past were less interested in academic and professional careers than men. If few women have been interested in pursuing a career as a mathematician or physicist, math and physics departments can not be justifiably accused of discrimination.

## Retirement

The median age of full professors in Canada in 1985 was 51, and a large proportion were close to retirement. (About 40 percent of professors — 4,500 out of 11,000 — in Canada were full professors in 1985.)

This means that many of the faculty who are currently working in Canadian universities started their careers several decades ago. Furthermore, a period of rapid growth in Canadian universities occurred in the 60s and early 70s. Opportunities for academic employment for new graduates declined markedly in the mid-70s, and are only improving recently.

Any assessment of bias in employment practices in Canadian universities requires comparison of the sex ratios of each academic rank with those of the candidates at the time those in each rank found their first academic position.

For example, if those who were full professors in 1985 had a four-year undergraduate degree and took four years each for their masters' and doctorate

degrees, they would have been about 30 when they entered the labour pool. With a median age of 51, they started work as academics in 1964.

I have tabulated relevant data for Canadian faculty in 1985. Table 1 shows the composition of faculty by both numbers and sex ratios by field. Table 2 shows the sex ratio by field of PhD recipients at the approximate time when faculty in each rank entered the labour pool. If the sex ratio presented in the two tables is the same, there is no evidence of discrimination. If the ratio for a particular rank in table 1 is higher, discrimination favouring women is suggested. Otherwise, discrimination favouring men is suggested. In most cases, the ratio in table 1 is higher than that in table 2.

At worst, I have underestimated the time since granting of the doctorate for each component of the faculty. Thus, as the proportion of doctoral candidates who are women has increased over the

decades, the bias in universities against women is overestimated, particularly for full professors.

## Hiring bias

At the rank of assistant professor, and lower, the data suggest a marked hiring bias in favour of women in all disciplines, except for fine arts for the rank of assistant professor. This exception is unim-

nation against women in Canadian universities, it occurred most recently in the 60s. Thus Sumner's claim "that women have been discriminated against in the hiring process, both here and elsewhere, is now beyond doubt" is not correct.

His complaints about U of T are particularly unwarranted. He ignores the fact that there have been few employment opportunities here, or anywhere, for the past 10 or 15 years, and little turnover of the academic staff. It is therefore not surprising that there has been little change in academic sex ratios.

When Sumner complains about departments that don't have any women, he does not indicate the size of the offending departments, how many positions they have had available over the past 30 years and what proportion of the qualified candidates for each position was women. Without this information, his complaint is unfair. And if the offending departments are small, one would expect a number of them to be without women just by chance: small random samples of any population are frequently very different in composition from the population sampled.

## Ignored ethics

Sumner has ignored the ethical and moral aspects of his proposed strategy.

He praises Ryerson for designating 57 out of 72 positions expected to become available over the next 10 years to be open to women only, and advocates prohibiting the hiring of men for these positions even if no qualified woman has been found. Given the paucity of academic positions, this means that young men of my generation will be declared unemployable in the University until Sumner's notion of equity is satisfied — something that is easy for him to declare since he is already established and doesn't have to worry about finding work.

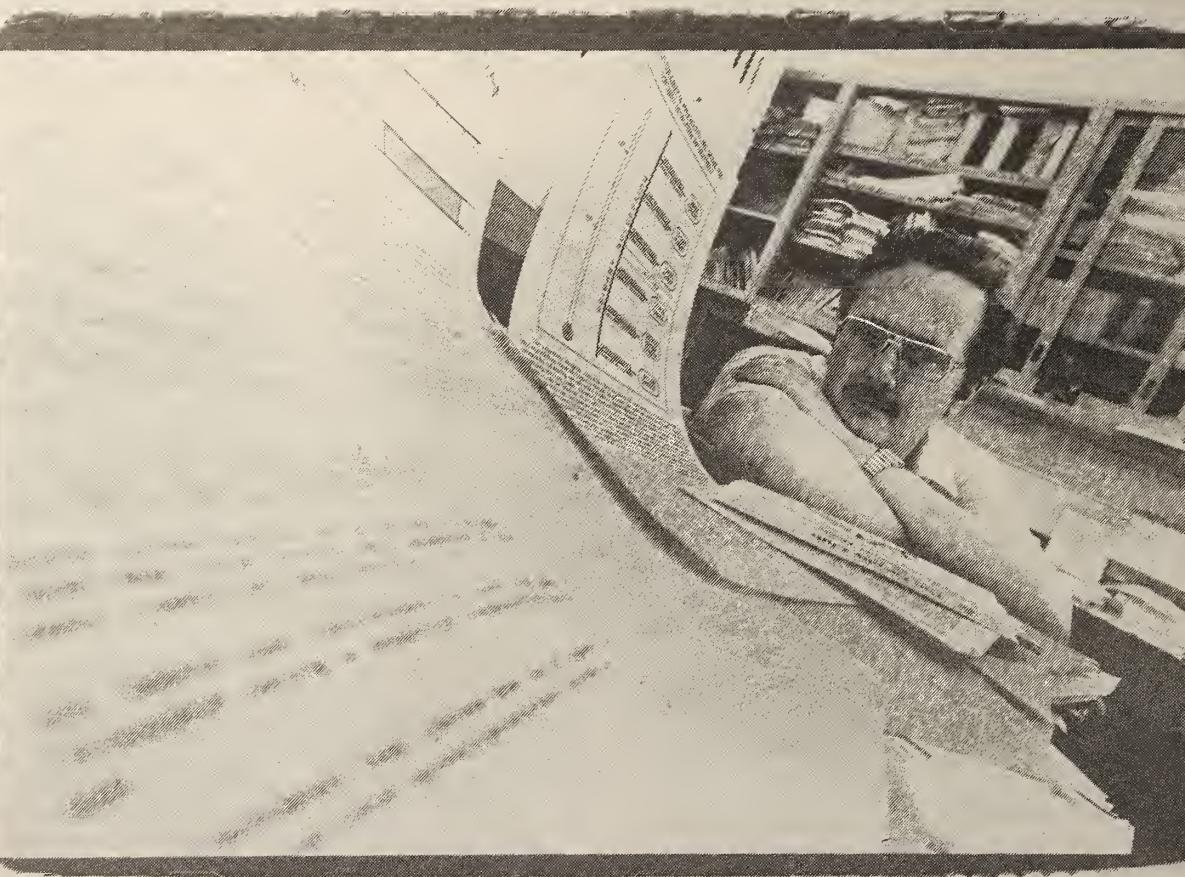
It is clear that even if there has been discrimination against women in the University (and the evidence of such is weak), it occurred no later than the late 60s. It is Sumner's generation, and his predecessors, who were responsible for it, not men of my generation.

Sumner is telling men my age that we must forfeit the academic careers we have been working toward because of nonsense his generation is responsible for. How can it be ethical to scourge one man for a crime committed by another?

If Sumner is so concerned about the faculty sex ratio and the possibility that there has been discrimination against women, it would be more appropriate for him to forfeit his position in favour of a woman than it would be for him to tell me that I must forfeit my career. As for those feminists who see discrimination behind every distribution such as that presented by Sumner, they must produce better data, and a better analysis of their data, if they wish to prove their claims of discrimination.

Even if they succeed in proving discrimination, they must design their proposals for the remediation of the problem so that those who are innocent are not harmed by the implementation of their proposal.

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GREG HOLMAN

Ted Byers

degrees, they would have been about 30 when they entered the labour pool. With a median age of 51, they started work as academics in 1964.

portant since the number of doctorates awarded in the three years over which the data were averaged (for this case only) is insignificant compared to the number of faculty in fine arts: from 1972 to 1975, only 16 doctorates were granted, in 1978 only 7 were granted, yet there were 941 professors in fine arts in English Canada in 1985.

For the rank of associate professor, there is some bias favouring women in education, fine arts, biology, health, and math and physics. Only for the rank of full professor do the data suggest a bias favouring men.

If there was any gender-based discrimination, this data suggest that it has been in favour of women for the past 20 years, but it is not strong enough to justify asserting that there was discrimination against men.

The data available relevant to those currently in the rank of full professor are inconclusive. If there has been discrimi-

Table 1  
Full time university teachers, 1984/85, (Canada excluding Quebec)

Field	Full Prof.		Assoc. Prof.		Asst. Prof.		Rank below Asst. Prof.	
	#	% female	#	% female	#	% female		
Education	670	10.90	981	21.81	477	38.99	140	49.29
Fine arts	249	8.43	419	16.95	273	30.40	71	47.89
Humanities	1452	8.68	1985	18.34	808	31.81	203	49.26
Social studies	2029	4.78	2512	13.42	1443	25.43	350	39.71
Biology	799	6.51	587	17.04	317	27.13	40	52.50
Engineering	965	0.41	500	1.20	267	3.75	42	9.52
Health	1357	7.15	1422	19.27	1290	36.59	237	64.14
Math & physics	1638	1.16	1108	4.51	546	11.72	136	23.53
Median age	51		44		37		34	

From "Teachers in Universities," Statistics Canada, catalogue 81-241.

Table 2  
Composition of labour pool entrants in estimated year of entry (% female):  
these entrants are assumed to be those who received their doctorate in the  
years specified (Canada excluding Quebec)

Year of entry?	Full Prof.	Assoc. Prof.	Asst. Prof.	Rank below Asst. Prof.
	1972/73 <sup>1</sup>	1977/78	1980/81	
Field				
Education	18.85	24.84	36.45	
Fine arts	0.00	43.48 <sup>2</sup>	40.74 <sup>3</sup>	
Humanities	19.74	30.50	36.84	
Social studies	17.93	23.64	30.21	
Biology	12.40	16.74	22.17	
Engineering	3.34	3.13	4.19	
Health	18.54	22.40	29.20	
Math & physics	4.13	8.57	9.97	

From "Education in Canada," Statistics Canada, catalogue 81-229.

1. Data for 1972/73 on doctorates granted don't give the breakdown by field for years before 1972. The estimate isn't likely to be far off since the existing data suggests that throughout the 60s women earned about 10 percent of the doctorates granted or less. Full and associate professors are treated together since both groups likely entered the labour pool well before 1972.

2. Average of years 1976, 1977 and 1978 because of small number of degrees granted.

3. Average of years 1979, 1980 and 1981 because of small number of degrees granted.